



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The [Four Quadrant Human Performance System Model](#) is the underlying human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

5VM: *The 5 Vector Model (5VM) defines the perimeters around which Sailor’s personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.*

Professional Development: *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include AG, BM, DC, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG. Very soon TFE will begin efforts in AD, AK, AS, AW, AZ, PN, SK, STS, and YN. Additional proposed rates include CT and MN.*

IT – Situation and Gap Analysis, which assist in identifying where the IT rate is and where we want IT to be, is on track to meet delivery 21 APR deadline for Job Task Analysis (JTA) completion.

MS – Human Performance Cell working with Navy Supply (NAVSUP) Food Management Team to develop metrics for the MS beta tests.

STG- The Major Training Command Experiment (MTCE)/STG Master Task List (MTL) validation Working Group meeting completed work today in San Diego. The validated Mission Task List (MTL) will be used in the STG JTA to determine performance interventions, assign priorities, and identify required Knowledge, Skills, and Abilities (KSAs).

QM, SM, BM- A Professional Mariner Mission Area Analysis (QM, SM, BM) pre-scoping meeting has been set for 25 April in DC.

Leadership: *Focuses on the development of personnel to assume positions of leadership responsibility. The Leadership Vector Working Group members visited the Shell Corporation Learning Center in Houston. They reviewed Shell's Leadership and Performance (LEAP) program to gain first hand knowledge at how major corporations are approaching the development of personnel to assume positions of leadership.*

- The Leadership Vector Working Group met with the Boeing Corporation's Learning Center in St. Louis where they reviewed Boeing's leadership program and it’s application of technology for leadership performance.
- TFE Program Lead met with representatives of the Navy Doctrine Command and Booz-Allen, Inc. regarding issues of leadership doctrine.
- Working Group members attended the Five Vector Integration Team Conference in Millington as well as the Center for Human Performance Working Group Conference at CNA in Alexandria, Virginia.

Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions which analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C5I, Engineering, and Damage Control.*

C4: The HP Cell has begun the C4 Job Task Analysis and finalization of beta test metrics, protocols, and approval requirements. It is also finalizing a Plan of Action and Milestones (POA&M) for the C4 Mission Area Analysis.

Damage Control: TFE LANT and PAC conducted simultaneous fleet focus groups to review the structure and requirements for damage control mission area.

- TFE PAC hosted a Damage Control Existing and Emerging Technology Working Group meeting in San Diego in order to assess implementation and beta test opportunities.

Applied Projects, Betas, and Short Term Deliverables

Preventative Maintenance System (PMS) Tool: The HP CELL has developed a Plan of Action and Milestones (POA&M) to develop the FFG PMS/DC Tool which creates a virtual tour of an FFG. The tour includes links to 12 systems including four major Damage Control components (DC Central, DC Repair Locker, an AFFF Station, and the Main Drain Eductor. USS Boone (FFG-28) has been selected as the platform to be used for program development beginning 01 MAY.

Additional Cell Reports:

This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.

HP: HP Seminars –Dr. Jan Cannon-Bowers conducted the second Performance Consultant Seminar in Norfolk. The goal of the HP seminars is to foster a shared understanding of Task Force Excel's mission, and it's plans to develop Navy performance consultants, with key organizational stakeholders. The seminar schedule is as follows: The schedule for remaining seminars is listed below:

30 Apr	DC
29 May	Pensacola
30 May	New Orleans
12 Jun	Newport
26 Jun	Great Lakes



"HP Progress Apr
16.doc"

LANT:



"Sitrep Input 17
apr.doc"

PAC:



"PAC INPUT
4-17-021.doc"

Washington DC: RADM Ulrich met with RADM Sirois, U.S. Coast Guard, RADM Harvey (OPNAV N12; Pay and Compensation) and RADM Henry (OPNAV N13; Personnel Plans and Policy) and other U.S. Coast Guard Human Performance Technology (HPT) personnel to discuss Task Force Excel and USCG approaches to Human Performance.

- RADM Ulrich briefed Master Chief Petty Officer of the Navy/CNO Senior Enlisted Leadership Forum on TFE.
- Conducted the second in a series of Personal Development Vector Fleet Focus Groups in San Diego.
- Task Force Excel Leadership (Chief of Staff, Washington DC project and program managers, and the Norfolk, San Diego, and Orlando cell leads) met with industry and academic leaders to lay the groundwork for standing up 14 Centers (i.e. Center for Naval Leadership, Center for Non-Nuclear Engineering etc.) which will:
 - Partner with the Fleet to define Human Performance requirements
 - Process owner for Sailors' personal & professional development
 - Develop/Deliver tools & opportunities
 - Maintain Knowledge Management System content
 - Evaluate research, development, and acquisition efforts